



# ASSESSMENTS + ENGAGEMENT SURVEYS

Understanding your people is pivotal to building, shaping and developing a successful business or organisation

# HELPING YOU TO UNDERSTAND YOUR PEOPLE

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## OUR TOOLS

### Psychometric Assessments

Selecting the right capability and characteristics for your business or organisation is key to success. Psychometric Assessments are designed to provide insight into the preferences, tendencies and abilities of people, allowing you to make better informed decisions.

### Engagement / Culture Surveys

Our Engagement / Culture Surveys provide essential feedback for planning a people and performance strategy. This includes employee views and feelings on the business or organisation. Understand what is working well and identify any areas for improvement.

## ARE THEY RIGHT FOR MY PEOPLE?

Our Psychometric Assessments and Engagement / Culture Surveys are used by businesses and organisations that want to improve employee engagement and build high performing teams.

Used to complement recruitment, HR strategy and training & development initiatives, these assessments and surveys help to conduct robust recruitment, provide data-driven development initiatives and ensure that your team is engaged and on-board.

Use the table below to identify the tool that best aligns with your requirements:

AREA	PSYCHOMETRIC ASSESSMENTS	ENGAGEMENT / CULTURE SURVEYS
RECRUITMENT	✓	✗
TRAINING / INDIVIDUAL DEVELOPMENT	✓	✗
ORGANISATIONAL DEVELOPMENT	✓	✓
TEAM BUILDING	✓	✓
CULTURE	✗	✓



# PSYCHOMETRIC ASSESSMENTS



## Who uses the Assessments?

- Senior Management
- Human Resources
- Team Leaders / Supervisors

## Why do they use Assessments?

- Recruitment: Build a complete picture of candidate and employee potential
- Development: Identify individual / team strengths, weaknesses & succession gaps
- Team building: Understand your people & build a better team using individual strengths

## Assessment Range

- ▶ **General Cognitive Ability Test (GCAT):** Verbal / Numerical / Abstract Reasoning.
- ▶ **Perspectives Personality:** Identify a participant's likely behaviour and preferences across a range of personality dimensions. The Perspectives produces two reports:
  - 1) Perspectives Select: includes interview questions
  - 2) Perspectives Develop: includes development plan
- ▶ **360 Degree Assessments:** Provides a 'reality check' that can affirm strengths and build confidence.
- ▶ **SkillCheck:** Assess specific skill-sets, e.g. Microsoft Word, Excel and Data Entry.
- ▶ **Sales Perspectives:** Identify sales and customer service behaviours.
- ▶ **Emotional Intelligence:** Assess participant's ability to identify and manage their own and others' emotions. The ability to connect with others builds trust and strengthens relationships.

## Our Process



## What our clients say



*EQ Consultants provides valuable Psychometric Assessment services.*

*The reports you receive and the opportunity to review with a qualified professional, allows you to move forward in your selection process with confidence.*

*Their guidance helps you target specific areas when undertaking interviews, so you are getting answers that inform your decision in a far more structured manner.*

**Linda Hart**  
General Manager Human Resources,  
Healthscope





# ENGAGEMENT / CULTURE SURVEYS

A highly engaged team is proven to boost productivity and motivation, decrease absenteeism, and lower staff turnover.

The first step to developing a highly functioning and engaged team is for a business or organisation to understand their employees' views. Our Engagement / Culture Surveys allows employees to provide open and honest feedback on the company's people and processes.

Based on the answers provided, our expert consultants will recommend steps to improve company culture and employee engagement. We will then work alongside you to implement the changes.

## Who uses these surveys?

- Business owners
- Senior managers
- Decision makers

## Why use Engagement / Culture Surveys?

- Receive employees' views on how your business or organisation is functioning
- Identify areas for improvement and implement effective changes
- Increase employee motivation and engagement

## Our Process



## What our clients say



*Oxford Women's Health initially engaged EQ Consultants to facilitate a staff Engagement Survey process two years ago. We were delighted.*

*The results were well presented, informative and very well explained. They provided an invaluable snapshot for management and the Board.*

*We have no hesitation in recommending EQ Consultants to any organisation considering a staff Engagement Survey.*

**Catherine France**  
General Manager,  
Oxford Women's Health



## WHAT NEXT?

To discuss a tailored package suited to your requirements, contact Principal Consultant Craig Atkinson:

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